



**NOTE ON THE FISCAL 2021 EXECUTIVE BUDGET FOR THE  
COMMITTEE ON CIVIL AND HUMAN RIGHTS  
MAY 29, 2020**

**New York City Council**

Hon. Corey Johnson, Speaker  
 Hon. Daniel Dromm, Chair, Finance Committee  
 Hon. Mathieu Eugene, Chair, Civil and Human Rights Committee

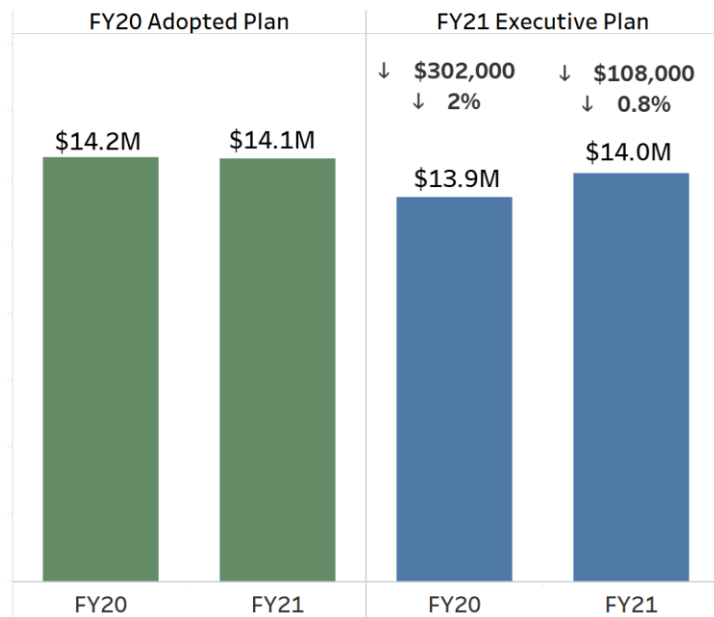
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On April 16, 2020, the Administration released the Executive Financial Plan for Fiscal 2020-2024 with a proposed budget for Fiscal 2021 of \$89.3 billion. This Note provides a summary of the changes in the Executive Budgets for the City Commission on Human Rights (CCHR) and the Equal Employment Practices Commission (EEPC) introduced in the Financial Plan. Topics covered include the response to the COVID-19 emergency, changes to the Expense Budget, and other agency issues. The Fiscal 2021 Executive Budget for CCHR is \$14 million and for EEPC it is \$1.3 million.

**CCHR Budget Overview**

The CCHR Fiscal 2021 Executive Budget totals \$14 million and supports 153 positions. The Program to Eliminate the Gap (PEG) reduces CCHR’s budget by \$500,000 in Fiscal 2020, or three percent, and \$300,000 in Fiscal 2021, or two percent. After consideration of increases made to the budget, including labor and lease costs, the CCHR budget remains lower for both Fiscal 2020 and 2021 when compared to the Fiscal 2020 Adopted Budget. City tax-levy remains the primary source of funding, at 99 percent of the budget. There have been no new needs added to CCHR’s budget since the Fiscal 2020 Adopted Plan.

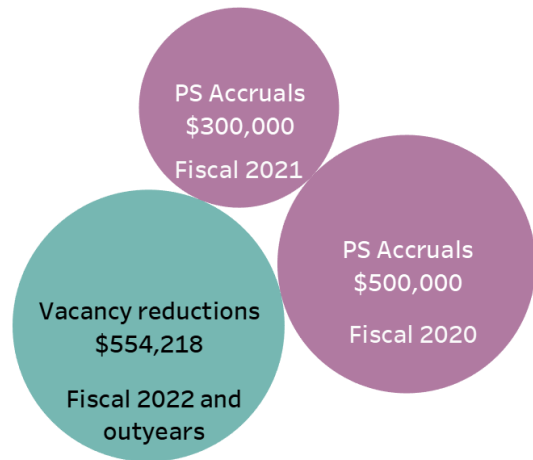


## Executive Plan Changes

### PEG Program

- **Personal Service Accruals.** The savings for Fiscal 2020 of \$500,000 and for Fiscal 2021 of \$300,000 are a result of accrued Personal Services funding.
- **Vacancy Reductions.** Elimination of seven personnel is baselined and first shows a savings of \$554,218 in Fiscal 2022. This reduces the agency's budgeted headcount from 160 to 153. The positions that will be affected by the reductions are attorney positions within the agency's Law Enforcement Bureau. It is important to note that CCHR has had significant headcount additions since 2015, totaling 93 positions. For more information on these additions please refer to the Fiscal 2021 Preliminary Budget which can be found on the Council's website: <https://council.nyc.gov/budget/wp-content/uploads/sites/54/2020/03/226-CCHR.pdf>.

### PEG Savings Summary



### Other Adjustments

- **Labor Funding.** As a result of previous labor agreements, the Executive Plan increases salary with an adjustment of \$6,041 for Fiscal 2020 and \$9,378 for Fiscal 2021.
- **Lease Adjustment.** An adjustment on an office space lease baselines funding of \$7,723 starting in the Fiscal 2021 budget.
- **Heat, Light, and Power.** Adjustments to the budget for OTPS spending related to office energy use is baselined at \$20,194 starting in Fiscal 2021.

## Agency Response to COVID -19

In response to the COVID-19 pandemic, CCHR has continued its work remotely. Although, CCHR has not added any funding for COVID-related expenditures, it has expanded discrimination-based complaints to include those falling under COVID-19. CCHR published an online resource page outlining rights and protections for COVID-19 related discrimination in housing, employment, and public accommodations which is available at [www.nyc.gov/stopcovidhate](http://www.nyc.gov/stopcovidhate).

- **Housing Discrimination.** Cases of housing discrimination against a person with suspected or confirmed COVID-19, or against a person caring for someone with a suspected or confirmed case, are protected under the City Human Rights Law's broad protections based on actual or perceived disability and a person's association with someone with a disability. In addition, essential workers who may face housing discrimination because they are at risk of exposure to COVID-19 are covered by the City Human Rights Law's protections based on occupation.

CCHR has received 228 COVID-19 related inquiries, 44 of which are in the housing context. These cases include situations in which buildings are not permitting or facilitating deliveries to the door of individuals or are unable to lift or otherwise carry packages or deliveries. CCHR has provided information about rights to request a reasonable accommodation. In addition, in some cases, CCHR contacted landlords to advise them of their responsibilities under the City's Human Rights Law.

- **Bias Incidents.** Starting in January, anti-Asian discrimination and harassment began to increase, including scapegoating, fearmongering, and the spread of misinformation, as news about COVID-19 started to emerge. In February, the Commission started to receive its first reports of New York City-based incidents of discrimination and harassment targeting Asian New Yorkers. From February through mid-April, the agency recorded 284 reports of harassment and discrimination related to COVID-19, over 40 percent of which identify incidents of anti-Asian harassment or discrimination. By comparison, during this same time period in 2019, the Commission received just five reports of anti-Asian discrimination.

In April, CCHR formed a COVID-19 Response Team to respond to these complaints, and has since taken action in 176 reports by, for example, conducting early interventions, providing information on reasonable accommodations, referrals to other agencies, and commencing investigations. CCHR has closed 10 of 26 matters that have been opened as a result of discrimination or harassment.

- **Community Relations.** CCHR has held bystander intervention trainings with the Center for Anti-Violence Education that provide techniques to safely de-escalate a bias incident, which are held in English and Mandarin. In early March, community forums were held in Sunset Park, Brooklyn and Manhattan's Chinatown educating Asian communities of their rights and protections under the law. In addition, CCHR has hosted COVID-19 related virtual information sessions on workplace rights and town halls on how to respond to incidents of hate and bias.
  - CCHR has a dedicated East Asian Communities Liaison who along with other members of the community outreach team have been working with community leaders to provide information and resources.
  - A social media campaign also has been developed to connect people with resources on their rights as they relate to COVID-19.

## EEPC Budget Overview

The Fiscal 2021 Executive Budget totals \$1.3 million, including \$1.2 million for PS spending to support 14 full-time employees and \$86,000 in OTPS spending. The Fiscal 2021 Executive Budget shows an increase of \$47,000 or four percent when compared to the \$1.2 million in the Fiscal 2020 Adopted Budget. EEPC's budget is entirely derived from City tax-levy funding. EEPC's PEG is a savings of \$30,000 for Fiscal 2020, which is from unspent Personal Services funds. This PEG is less than three percent of the Fiscal 2020 Budget for EEPC. There are no other adjustments to EEPC's budget in the Executive Plan. EEPC's Financial Plan summary can be found in Appendix B.

## Appendix A: CCHR Financial Plan Summary

<b>CCHR Financial Summary</b>						
<i>Dollars in Thousands</i>						
<i>Dollars in Thousands</i>	<b>FY18</b>	<b>FY19</b>	<b>FY20</b>	<b>Executive Plan</b>		<b>*Difference</b>
	<b>Actual</b>	<b>Actual</b>	<b>Adopted</b>	<b>FY20</b>	<b>FY21</b>	<b>FY20-FY21</b>
<b>Spending</b>						
Personal Services	\$9,457	\$10,888	\$11,843	\$11,492	\$11,784	(\$58)
Other Than Personal Services	3,301	2,369	2,315	2,363	2,250	(\$65)
<b>TOTAL</b>	<b>\$12,758</b>	<b>\$13,257</b>	<b>\$14,157</b>	<b>\$13,856</b>	<b>\$14,034</b>	<b>(\$123)</b>
<b>Personal Services</b>						
Full-Time Salaried - Civilian	\$9,169	\$10,441	\$11,431	\$11,081	\$11,373	(\$58)
Additional Gross Pay	228	376	250	250	250	0
Unsalaries	48	68	143	143	143	0
Overtime - Civilian	11	3	15	15	15	0
P.S. Other and Other Salaried	1		5	5	5	0
<b>SUBTOTAL</b>	<b>\$9,457</b>	<b>\$10,888</b>	<b>\$11,843</b>	<b>\$11,492</b>	<b>\$11,784</b>	<b>(\$58)</b>
<b>Other Than Personal Services</b>						
Other Services & Charges	\$1,423	\$1,290	\$1,440	\$1,183	\$1,465	\$25
Contractual Services	556	600	571	521	481	(90)
Supplies & Materials	135	100	118	77	118	0
Contractual Service - Professional Services	529	230	97	292	97	0
Property & Equipment	658	149	89	290	89	0
<b>SUBTOTAL</b>	<b>\$3,301</b>	<b>\$2,369</b>	<b>\$2,315</b>	<b>\$2,363</b>	<b>\$2,250</b>	<b>(\$65)</b>
<b>TOTAL</b>	<b>\$12,758</b>	<b>\$13,257</b>	<b>\$14,157</b>	<b>\$13,856</b>	<b>\$14,034</b>	<b>(\$123)</b>
<b>Funding</b>						
City Funds			14,157	13,809	\$14,034	(\$123)
State				47		0
<b>TOTAL</b>	<b>\$12,578</b>	<b>\$13,257</b>	<b>\$14,157</b>	<b>\$13,856</b>	<b>\$14,034</b>	<b>(\$123)</b>
<b>Budgeted Headcount</b>						
Community Development	71	71	111	111	111	0
Other Civilian	69	63	49	42	42	(7)
<b>TOTAL</b>	<b>140</b>	<b>129</b>	<b>160</b>	<b>153</b>	<b>153</b>	<b>(7)</b>

*\*The difference of Fiscal 2020 Adopted Budget compared to Fiscal 2021 Executive Budget.*

## Appendix B: EEPF Financial Plan Summary

EEPC Financial Summary						
<i>Dollars in Thousands</i>						
	FY18	FY19	FY20	Executive Plan		*Difference
	Actual	Actual	Adopted	FY20	FY21	FY20-FY21
<b>Spending</b>						
Personal Services	\$820	\$1,030	\$1,170	\$1,099	\$1,181	\$11
Other Than Personal Services	67	117	50	91	86	36
<b>TOTAL</b>	<b>\$887</b>	<b>\$1,147</b>	<b>\$1,220</b>	<b>\$1,190</b>	<b>\$1,267</b>	<b>\$47</b>
<b>Personal Services</b>						
Full-Time Salaried - Civilian	818	1,030	1,147	1,076	1,158	11
P.S. Other	2	0	23	22	23	0
<b>SUBTOTAL</b>	<b>\$820</b>	<b>\$1,030</b>	<b>\$1,170</b>	<b>\$1,099</b>	<b>\$1,181</b>	<b>\$11</b>
<b>Other Than Personal Services</b>						
Other Services & Charges	32	43	15	5	51	36
Supplies & Materials	4	10	24	27	24	0
Contractual Services	20	52	7	27	7	0
Property & Equipment	11	12	4	32	4	0
<b>SUBTOTAL</b>	<b>\$67</b>	<b>\$117</b>	<b>\$50</b>	<b>\$91</b>	<b>\$86</b>	<b>\$36</b>
<b>TOTAL</b>	<b>\$887</b>	<b>\$1,147</b>	<b>\$1,220</b>	<b>\$1,190</b>	<b>\$1,267</b>	<b>\$47</b>
<b>Funding</b>						
City Funds			\$1,220	\$1,220	\$1,267	\$47
<b>TOTAL</b>	<b>\$887</b>	<b>\$1,147</b>	<b>\$1,220</b>	<b>\$1,190</b>	<b>\$1,267</b>	<b>\$47</b>
<b>Budgeted Headcount</b>						
Full-Time Positions - Civilian	11	12	14	14	14	0
<b>TOTAL</b>	<b>11</b>	<b>12</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>0</b>

*\*The difference of Fiscal 2020 Adopted Budget compared to Fiscal 2021 Executive Budget*